



Tobacco Surcharge

Botetourt County has a premium surcharge for medical plan participants who smoke or use other tobacco products. Botetourt County is committed to the promotion of healthy lifestyles for our employees, spouses, dependents, and the community we serve. Lifestyle choices impact your health and the amount Botetourt County and your co-workers pay for medical coverage.

Botetourt County defines a tobacco user as an individual who has used any tobacco products, including but not limited to cigarettes, cigars, pipes, herbal tobacco products, chewing tobacco, dip, snuff, electronic nicotine delivery systems within the last six (6) months.

When you enroll in your medical plan, you will be required to affirm if you and/or each of your covered dependents are smokers or use other tobacco products. If you or any of your covered dependents are a tobacco user, the amount you pay for medical coverage will be more than non-tobacco users.

The rate is within the guidelines established by the DOL, EEOC, ADA, and PPACA. The premium increase is equal to 25% of the non-tobacco user employee contributions for all coverage levels (rounded to the nearest dollar). The surcharge will increase to 50% effective December 1, 2015.

You will be required to certify that the information you are providing is true and accurate to the best of your knowledge, and that you also understand that intentional falsification or significant omissions will be grounds for discipline including, but not limited to, termination of employment from Botetourt County, and may result in denial or retroactive termination of benefit coverage, and recoupment of benefits improperly paid. You will also be required to authorize and agree to screening for tobacco use by any covered person for reasonable cause.

If your or any of your covered dependents' or spouse's tobacco use changes, your employee contributions may change. These changes MUST be reported to Human Resources within (30) thirty days of the change. A change from a tobacco to non-tobacco user status, or vice versa, is not a qualifying change in status, and you cannot change your coverage level or any of your other benefits. The change will only apply to the medical plan employee contributions.

If it is medically inadvisable for you to attempt to stop using tobacco products, please call Human Resources at: 540-473-1927, and we will determine whether a reasonable accommodation is appropriate.

Please Note: For Open Enrollment 2014 only, all current employees will have a six (6) month grace period before premium increases will take effect. Premium increases will be payroll deducted beginning in May 2015. This grace period does not apply to the above certification requirement.